



**Government of the Republic of Macedonia**



## **PRESIDENCY PLAN OF THE REPUBLIC OF MACEDONIA**

**JULY 1, 2011 – JUNE 30, 2012**

**DECADE OF ROMA INCLUSION 2005 - 2015**

### **I. Introduction**

The Presidency of the Decade of Roma Inclusion 2005 – 2015 of the Republic of Macedonia (henceforward: the Decade) begins on July 1, 2011 and ends on June 30, 2012. Macedonia takes over the Presidency from the Czech Republic at the 20<sup>th</sup> International Steering Committee meeting of the Decade on 27<sup>th</sup> of June in Prague. Upon completion of the year-long mandate, the Presidency will be handed over to the Republic of Croatia.

The Decade of Roma Inclusion 2005-2015 is a political obligation of the Governments of the European countries to reduce poverty, combat exclusion and discrimination of the Roma within regional frameworks. The main objectives of the Decade relate to: 1. accelerate the progress towards an improved wellbeing through the inclusion of the Roma in the decision-making processes, and 2. monitoring the progress in a transparent and measurable way.

The Decade is an international initiative that brings together Governments, international and non-governmental organizations, as well as Roma representatives of the civil society. It does not represent yet another institution or fund; rather the membership in the Decade entails allocation of budget resources by the member states for the purpose of accomplishment of the Decade's set objectives.

So far 12 member states<sup>1</sup> have joined the Decade, and thus have been obliged to develop and implement policies and programs that will contribute to an improved social inclusion and poverty reduction. Its objective is to overcome the deeply rooted problems and the social exclusion of the Roma as the largest European minority. Therefore all the member states have adopted Decade Action Plans for the priority areas of the Decade, namely education, employment, health, and housing, wherein poverty, gender equality and discrimination have been integrated in the aforesaid fields. These plans are subject to monitoring and evaluation, and based on these data each member country monitors its own progress, and in that way also the need to retain or enhance certain activities.

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<sup>1</sup> Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Macedonia, Montenegro, Romania, Serbia, Slovakia and Spain.

## II. Republic Macedonia and its Membership

Republic Macedonia has become member of the Decade from its very beginning i.e. from its conception and establishment in 2003, and from its official start on February 2, 2005. Each member state of the Decade, in compliance with the conclusions from the first Steering Committee of the Decade, had the obligation to nominate a National Coordinator from amongst the ministers in the Government, and a ministry to coordinate and implement the activities set forth in the National Action Plans. In December 2003 the Government appointed the Minister for Labour and Social Policy and the Vice Prime Minister for the position of National Coordinator, whereas the Ministry of Labour and Social Policy was given the responsibility to coordinate the activities between the line ministries for the implementation of the National Action Plans. In compliance with the recommendations of the first Steering Committee of the Decade each member state had the obligation to form a working group in the domicile country with a task to elaborate the National Action Plans for priority areas of the Decade. At the beginning of 2004, in coordination with the Ministry of Labour and Social Policy, the National Coordination Body was established, comprising of representatives from the line ministries and Roma NGOs. In 2005 the Government adopted the National Strategy for the Roma. The National Action Plans of the Decade were elaborated in 2004, and adopted on January 31, 2005. In 2005 the Governmental Coordination Body prepared the Operational Plans for the implementation of the National Action Plans (NAPs), and these were adopted by the Government on November 19, 2005. Apart from the NAPs on the priority areas of the Decade, in coordination with the Ministry of Labour and Social Policy a NAP was elaborated for improvement of the position of the Roma women as a priority area in the National Roma Strategy. The high political involvement has been permanently observed, and so the Government in 2008 appointed a Minister without Portfolio responsible for the implementation of the Roma Decade, who is of Roma ethnic origin, thus fulfilling perhaps one of the most important postulates of the Decade: “from the Roma to the Roma”.

## III. The Decade of Roma Inclusion is not an Initiative for Itself

In the global and European frameworks the Decade of Roma Inclusion is closely related to the *Millennium Development Goals* as a sum of measurable objectives adopted by all member states of the United Nations, whereas the key indicators are observed for the period 2000-2015. The accomplishment of the Millennium Development Objectives also entails the realization of the objectives set in the Decade.

As far as Europe is concerned, the objectives are largely reflected in the *European Platform for Roma Inclusion*, which was initiated at the first European Roma Summit in Brussels in 2008. The overall objective of this Platform is to encourage support and experience exchange for a successful inclusion of the Roma in policies and practices between EU member states, international organizations, and Roma representatives of the civil community. Here it is important to also mention the 10 Common Basic Principles<sup>2</sup> for the Roma inclusion, that have derived from the Platform. They represent a legally non-binding declaration whose objective is to direct the institutions of the EU member-states, candidate

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<sup>2</sup> 1. Constructive, pragmatic and non-discriminatory policies; 2. Explicit, but not exclusive targeting; 3. Inter-cultural approach; 4. Tendency for mainstreaming; 5. Gender awareness; 6. Transfer of policies based on evidence; 7. Utilization of Community's instruments; 8. Inclusion of regional and local authorities; 9. Inclusion of the civil society; 10. Active participation of the Roma

countries and potential candidate countries in the designing and implementation of new policies and activities.

The *European Platform against Poverty and Social Exclusion – Strategy* known as *Europe 2010*<sup>3</sup> will without any doubt have a huge impact and role in the accomplishment of the Decade's objectives. This platform sets the objective to take at least 20 million people out of poverty and social exclusion over the next decade. The data indicate that the Roma share a very high percentage in the total of 80 million European population now living in poverty.

Of course, each EU member state has its own approach for the Roma inclusion, but recently the issue has been raised as to whether such an approach is efficient and whether new instruments should be sought after that will bring greater results. For this purpose there have been more and more discussions recently to encourage the member states to adopt a European Framework System of their strategies for Roma integration that is an *EU Strategy for the European Integration of the Roma*<sup>4</sup>. This initiative has been supported in the form of Resolution by the European Parliament, and is expected to be discussed at the meeting of the Council of the European Union in June 2011.

In the Republic Macedonia the objectives and priorities have been integrated not only in the Roma Inclusion Strategy, but also in many other strategic documents, laws and regulations. Here we shall mention only the Poverty and Social Exclusion Reduction Strategy 2010-2020 that was adopted in 2010, and is by now the only such strategic document that obliges the state to address and resolve the issue of social exclusion and poverty in national frameworks.

#### **IV. Priority Areas of the Presidency of the Republic Macedonia**

The country takes great honor and pride to Preside over the Decade, which is in this way returned back to the Western Balkans region. We want to direct the Presidency of the Decade not only to the exchange of the good practices, but also to provide room for innovative solutions that will give a new stimulus for the accomplishment of the Decade's objectives.

We shall strive to apply an open and interactive work model that will ensure field visits and direct talks with the beneficiaries of the Decade's activities. This way we will contribute not only to an improved understanding of the accomplished success and/or the challenges, but we will also point out to the progress made in relation to decentralization of the Decade through the local action plans.

In the course of our mandate we shall strive to improve and strengthen the basic principles of the Decade relating to the integrative approach in resolving the challenges. Here, above all, we underline the realization of the multi-sector Decade Action Plans that are essential for the accomplishment of the results, as it is impossible for a single intervention on its own and in a single field to bring the results. In order to accomplish solid results in education, the children need to be healthy and have adequate housing, and access to health and social care cannot be achieved without valid personal documents. On the other hand, employment is closely related to education, and also to the efforts the state makes for the respect of equal rights and eradication of discrimination.

As mentioned above, one of the important objectives of the Decade is monitoring the progress in a transparent and measurable way. Therefore the continuous collection of data and measurement of progress by means of indicators is a topic we are going to come back to, which will help us review the selected priority areas.

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<sup>3</sup> <http://ec.europa.eu/social/main.jsp?catId=961&langId=en&newsId=959&furtherNews=yes>

<sup>4</sup> <http://www.eu2011.hu/news/european-parliament-roma-strategy>

The Presidency with the Decade will pay special attention and energy to establish coordination between the efforts and activities of the Decade with the ones of the EU.

In line with the above said, the Presidency Program will offer a matrix-like and multi-dimensional system of priority areas, which includes the following action fields:

Sectoral		Inter-sectoral	Advocacy and Lobbying
Primary	Employment	Roma Women's Rights	Improving the Information of the Administration about the Decade's Objectives and Priorities
	Housing	Discrimination	Public Awareness Raising about the Decade
Secondary	Health	Institutionalization	Instruments and Needs for the Funding of the Decade
	Persons without Document		
	Early Child Development		

#### **Sectoral priorities:**

These priorities are the most important pillar in the Decade's program. They are divided into primary and secondary, not in respect of their importance, but in respect of the nature of events that are to be organized for each priority. All member states of the Decade will be invited for the primary priorities, thus placing the focal stress exactly on those priorities.

Secondary priorities relate to topics that will be discussed at events organized with national and/or representatives of the Western Balkans. Of course, other member states of the Decade are welcome to participate to the later events. A more detailed elaboration of the sectoral priorities is outlined further below in this document.

#### **Inter-sectoral priorities:**

These include topics through which we intend to treat the sectoral priorities. In this way we intend to retain the Decade's spirit and to emphasize the complexity and interrelation of each topic.

When the women's rights are concerned, a Roma woman should be able to point out to the fact that the challenges she faces in health, employment, and housing are not the same as the ones of the Roma men, thus imposing the need to address these challenges with a special attention.

Discrimination is an inter-sectoral topic within the Decade itself, and the Republic Macedonia has recently adopted its Antidiscrimination Law which, we hope, shall help us prove the existence of such discrimination. Good practices of the other member states are welcome for each sectoral topic separately.

Now that we have entered the second half of the decade, we think we should bring up the issue of institutionalization of the good practices. It does seem that these practices are sufficient in each country separately; unfortunately, just a few can be said to have surpassed the status of activity, project or pilot program, and to have transferred those into public policies implemented by the institutions of the system with a regular funding thereof.

As mentioned above, the progress made in achieving the Decade's set objectives and the impact/effects the implemented activities have cannot be adequately monitored unless there are relevant data and adequate indicators. This is why we recommend that every sectoral topic be reviewed also through the prism of the information relating to that topic, and we shall invite all the member states to share their practices on the instruments they have used to collect data and compare the defined indicators. With regard to the efforts made to institutionalize the initiatives the country will share the example of its developed framework for monitoring and evaluation of the impact of the Decade and will offer it to the other countries. In line with this we will initiate the re-establishment of the *work group on data and indicators on the level of the Decade*, thereby including the new member states in the group, with the purpose of adopting a broader platform through which to measure the progress of the Decade and the effect made on the quality of life of the Roma.

When it comes to cooperation with the European Union, the country will apply a double approach during its Presidency with the Decade. The first approach is concerned with the cooperation and exchange of information with the EU, and the second approach is concerned with the strategic linking of the Decade to the EU efforts for the future European Strategy for Integration of the Roma. As the second approach is further explained below, here we will explain what the cooperation and information exchange exactly refer to as being an inter-sectoral approach. Namely, we recommend that to each sectoral event we invite representatives of the EU from its missions operating in the country, but also the commissioners from Brussels representing the relevant areas. This way we will make sure that the European perspective is integrated in the respective topics, but also we will make sure that participants at these events are informed, and thus coordinated, with the activities supported by the EU in all respective areas.

### **Advocacy, Coordination and Partnerships**

This domain includes issues for which we recommend adequate activities to be organized in all member states of the Decade, in particular according to the possibilities and specificities of each country.

When it comes to information to the general public, including the public servants and administration, the reports indicate to a very low level of knowledge about the Decade's objectives and about the activities implemented and results accomplished. In this line we recommend that each country organize national training for the public administration on the Decade, and once completed, at the level of the Government, the responsible ministries and the non-governmental organizations, to organize questions & ideas days i.e. an open-doors day where governmental institutions and non-governmental organizations shall provide answers to the interested citizens as to which Decade activities have been implemented, which results have been achieved, and also to hear new ideas in relation to these.

The second set of activities is relating to the continuous information of the general public about the position of the Roma community. This could be organized by means of media campaign of both educational and informational character, and this should show that the Roma are most severely concerned with the issues of social exclusion and poverty and at the same time what was the impact of the Decade.

As mentioned above, Republic Macedonia will pay special attention to the future EU Strategy for the Roma. We think this is of strategic importance in consideration of the fact that many of the members states of the Decade are also member states of the EU, while the other have the candidate or potential candidate status. In this way the country will make its own contribution in the name of the Decade, at the very beginning of the EU Strategy, to initiate the interrelation and coordination of these important action platforms for the Roma social exclusion reduction. In this line, and in respect of the need for political pressure on the national governments for permanent and stable funding of the Decade's action plans, we recommend that at the very beginning of the Decade we organize a high-officials' meeting of Ministers of Finance and National Coordinators in Brussels. This meeting shall discuss the

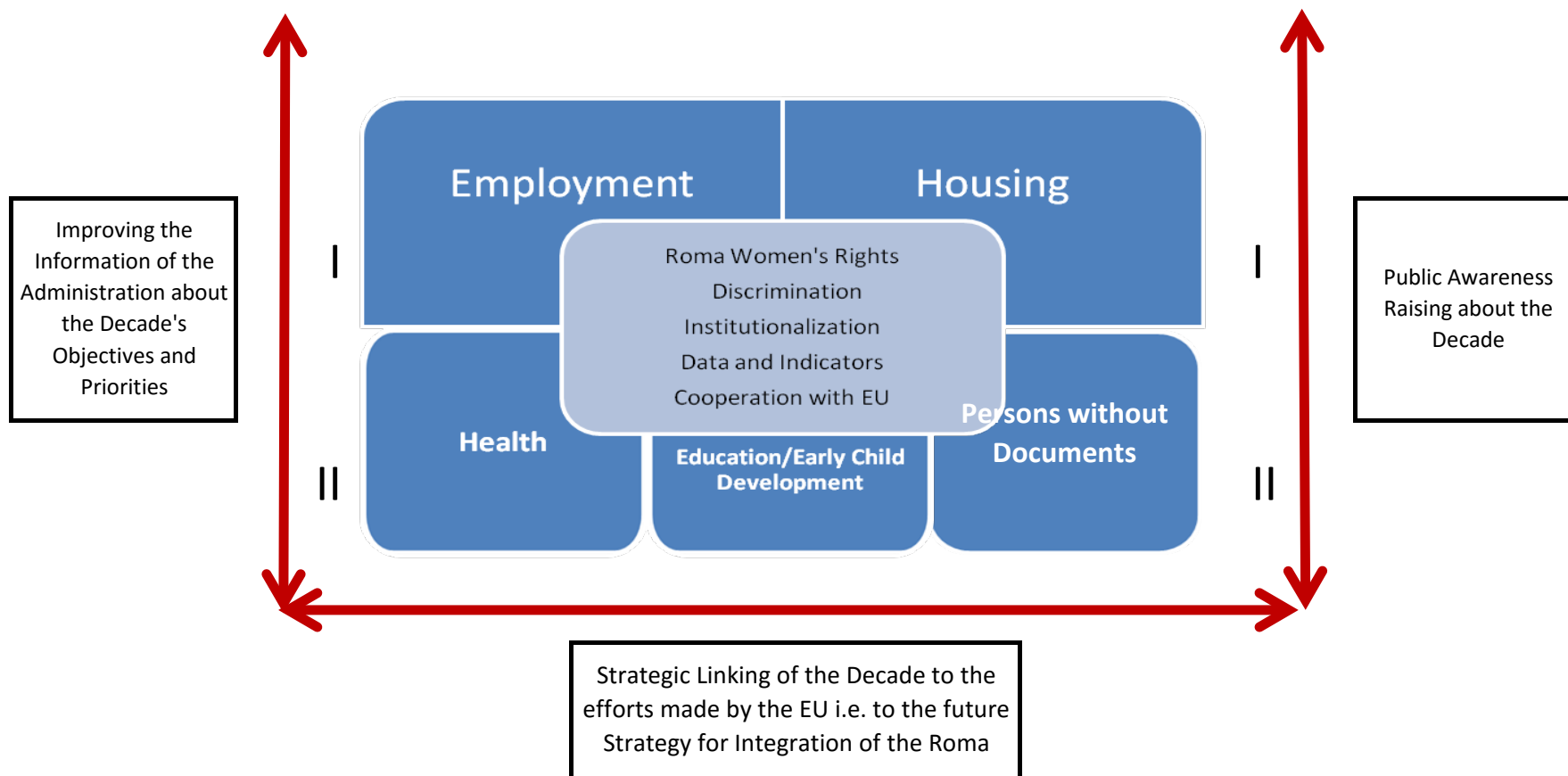
funding of the Decade for 2012, instruments to be used to access the EU funds, and the strategic partnerships necessary for this purpose. Here we will also invite the relevant EU actors responsible for the implementation of the European Strategy for Integration of the Roma, and will also initiate discussion about the manners of cooperation, information exchange and coordination of activities and financial resources.

Besides the efforts on the international level, we recommend that each country makes efforts for coordination on the national level. These efforts can take the following forms:

- A special meeting with EU representatives in the country and with the ambassadors of the EU member states to discuss the coordination of efforts and activities deriving from the decade and those possibly deriving from the European Strategy for Integration of the Roma.
- Initiative for regular coordination meetings with donors in order to exchange information and coordinate activities implemented in the field.
- Regular meetings with EU representatives in the country in order to secure funding for the objectives and activities set in the national action plans through the financial mechanisms in place in the EU. Depending on the country status, these can be structural funds or IPA funds.

The priorities and their inter-relation are shown below.

Priorities interrelation:



## V. Events

1. EMPLOYMENT – how efficient are the current employment policies and active measures on the labour market for the employment of the Roma population.

**Objective:** i. to present the current employment policies and the extent to which these have contributed to reduce the unemployment with the Roma population, ii to see the impact of the economic and financial crisis and to identify the good practices and experiences and the necessary measures for their continued application by the institutions of the system.

**Event:** International Conference on Employment

**Responsible:** Ministry of Labour and Social Policy in cooperation with the Cabinet of the Minister without Portfolio/ the National Coordinator of the Roma Decade and Strategy.

**Explanation:** Employment is of key importance for the Decade, and hence the most difficult one to be resolved. It is a complex problem that demands constant monitoring with the purpose of finding adequate solutions. The Presidency will draw on the recommendations and conclusions from the Employment Conference held in the Republic of Croatia in June 2009 so as to open discussion about the status and to evaluate the changes in this area. We think that employment is an important issue especially because over the recent years most of the member states of the Decade were impacted by the global economic and financial crisis. At such an employment conference we shall seek to understand what the impact of this crisis was on the Roma population and whether the current employment policies have managed to adapt to the newly created situation when the Roma are concerned.

The second aspect of this topic relates to the employability of the Roma population. What the chances are for employment in the current/limited labour market, and there from what approach should be applied to improve the access of the Roma to the formal education and adult education programs.

In the Republic Macedonia, since the beginning of the Decade and in compliance with the Decade's Action Plan on Employment, the unemployed Roma represent a special target group that is targeted by active measures for employment. The institutional approach has been secured by the involvement of the unemployed Roma in the Operational Plan on Employment, not only in all the active measures set forth in the plan (mainstream), but also, as of 2009, the Roma have been included as a special target group with separate budget and funds. From the results achieved so far it does seem that the involvement of the unemployed Roma should be significantly improved. A possible approach could be a combination of several measures that will resolve this multi-level and inter-generational problem comprising of unresolved legal status, poor education, and dependence on social support. This, above all, refers to an improved service provision by the employment centers by means of special training courses for the social workers and linking to the employment centers' staff, formalization, training and requalification opportunities in areas demanded on the labour market and interesting to the Roma population, protection of the Roma job applicants who cannot get jobs because of the employers' lack of objectivity and trust in the Roma, etc. We expect the employment conference to provide examples of good practices based on which the design and/or the implementation of the current active measures for the labour market shall be revised.

2. HOUSING – coordination of the efforts made by the central and local authorities with the purpose of legalization of illegally constructed buildings in Roma settlements and improvement of the substandard living conditions in those settlements.

**Objective:** Presentation of the country's model to link the investments from central and local level for an improved infrastructural situation in the Roma settlements, consideration of the



practices of the member states of the Decade with the purpose of improvement of the model and its promotion and use in other countries.

**Events:** International Conference on Housing.

**Responsible:** Cabinet of the Minister without Portfolio/ the National Coordinator of the Roma Decade and Strategy in cooperation with the Ministry of Transport and Communications, Ministry of Labour and Social Policy, and relevant municipalities.

**Explanation:** Housing is a wide area comprising of a number of interrelating sub-areas, each relevant and important on itself. It seems that the Decade has least progressed in this area, and therefore during the Presidency of the Decade we shall focus on two aspect of housing: legalization of illegally constructed buildings in Roma settlements and improvement of the sub-standard living conditions in the settlements.

Great number of Roma settlements does not have a regulated legal status i.e. they represent illegal settlements. The reasons for this are different and very frequently manifold. To a great extent the Roma live in houses possessing no legal documents of property and/or physical planning permits, regardless of the fact that many of these settlements exist as such for many years now.

In order to overcome this situation, and in compliance with the recently adopted legalization law, we have started supporting the municipalities to modify their detailed urban plans. Thus the illegal settlements get the opportunity to be included in the physical plans, in which way their status can become legalized.

Legalization of the illegally constructed buildings in Roma settlements gives the opportunity for manifold investments with the purpose of improving the living conditions in these settlements. This, above all, includes the improvement/establishment of the basic services, such as access to electricity, water supply and sewerage, access roads, and regular collection of solid wastes. In order to provide this, municipalities and the central authorities in the country have been linked through a common memorandum of cooperation, with the mediation of the Minister without Portfolio who is responsible for the implementation of the Decade, and on several occasions interventions have been undertaken that resulted with improvement of the living conditions in the Roma settlements.

This kind of cooperation between the local and central governments represent a potential model through which decentralization of the Decade's objective can be achieved, and thus the direct approximation of the Decade to the local level i.e. to those for whom it is intended. We think that other member states of the Decade may find it useful to see this model presented.

3. HEALTH – Roma health mediators as a means of support for an improved access to health institutions and an increased utilization of the quality services in the health system.

**Objective:** Presentation of the experiences derived from the development and implementation of the model of Roma Health Mediator, exchange of practices with other countries where the same or similar model is in function, and also motivation of the countries where such model does not exist to adopt it or identify an even better approach.

**Events:** Regional Workshop.

**Coordinators:** The HERA<sup>5</sup> non-governmental organization in cooperation with Ministry of Health, Ministry of Labour and Social Policy, with a strategic coordination from the Cabinet of the Minister without Portfolio/ the National Coordinator for the Roma Decade and Strategy.

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<sup>5</sup> This project is supported from the funds of the Foundation Open Society Institute Macedonia.

**Explanation:** One of the possible ways to improve the health of the Roma and their access to health protection, according to the National Action Plan on Health, is to introduce to Roma health mediators (RHM) as a tool in the system that will establish a better communication between the Roma community and the healthcare system. This tool should serve to facilitate the access to the health services, to establish the trust between the doctor and the patient, and to put into place practices for care for personal health and the health of the others (which is at the same time a constitutional obligation for all citizens). However, besides this, RHM play a significant role in the referral to the adequate point in the system, in cases when there are persons without personal documentation, persons who need to be introduced into the healthcare system, children who do not receive regular immunization obligatory under the law, and will also facilitate the process of integration of the health needs of the Roma population within the entire healthcare system.

This model is already applied in several member states of the Decade, such as the Republic of Bulgaria and the Republic of Romania, whereby each country has adapted this model to their own needs, possibilities and specificities. By way of keeping this topic actual during the Presidency, we will encourage the exchange of practices and challenges that other countries are facing when implementing the same or similar model. This event will also be used to motivate the other countries to apply the same model or to identify other, better approach to access and use the healthcare system.

#### 4. PERSONS WITHOUT DOCUMENTS – what are the challenges to resolve the problem and is there any progress?

**Objective:** To provide a forum for discussion and common coordination of the relevant institutions so as to facilitate registration and removal of administrative obstacles that prevent the Roma to gain access to basic rights and protection.

**Events:** Regional Conference.

**Coordinators:** Ministry of Justice – Agency for Keeping Registers in cooperation with the Ministry of Labour and Social Policy and Ministry of Interior, with strategic coordination by the Cabinet of the Minister without Portfolio/ the National Coordinator of the Roma Decade and Strategy.

**Explanation:** What bears fundamental importance in the marginalization of the Roma communities in the region of the Western Balkans, and wider, is the lack of adequate registration and personal documentation. This issue is at the same time the key challenge that the Roma community is facing, as it is broadly distributed across the region, and is the basis for the entire exclusion issue of the Roma, and with that significantly contributes to an impaired development of the current and next generations of the Roma.

The registration problem is intertwined with a great number of factors. There is a complete lack of awareness among the Roma communities about the issue of registration (especially the registration of the newly born), and about the importance this issue bears when it comes to accessing the services, the lack of different certificates and documentation necessary for the registration, lack of permanent address due to frequent migrations of the Roma population, and lack of trust in the local authorities. Along with the lack of personal documentation, another serious obstacle in the overall quality of life of the Roma community is the uncertain and inadequate housing. This problem can be defined through the use of the four main parameters: spatial marginalization and modest development of the Roma settlements, lack of construction permits and legalization of properties, and lack of access to the main infrastructure.

In the spirit of marking the anniversary of the 1961 Convention on Reduction of Statelessness, and the Macedonian presidency with the Council of Europe of last year, when this important issue was also addressed, within its Presidency of the Decade the country will also organize a regional conference that will provide a forum for discussion and common

coordination of relevant institutions so as to facilitate the registration of the Roma and removal of obstacles that prevent the access to basic rights and protection.

In this occasion the achieved results will be presented from the efforts made so far in this field in the Republic Macedonia, and the possible instruments and mechanisms will be analyzed for a closer and more efficient cooperation between the countries of the region.

5. EDUCATION – Early child development and the importance of pre-school, primary and secondary education, with emphasis on children from dysfunctional families.

**Objective:** Presentation of experiences from the early child development, and from the field of education in general. Comparison of the progress achieved, and exchange of good practices.

**Events:** Regional Workshop.

**Coordinators:** Ministry of Labour and Social Policy in cooperation with the Ministry of Education and Science, Agency for Development and Improvement of Education in the Languages of Representatives of the Non-Majority Communities, with strategic coordination by the Cabinet of the Minister without Portfolio/ the National Coordinator of the Roma Decade and Strategy.

**Explanation:** Children who live in poverty are exposed to greater risk of social exclusion as the lack of resources frequently limits their education and development opportunities, consequently preventing them from participation in the economic, social and cultural life in their society. One of the ways to avoid this is to provide for an early child development. This provides a stimulating and safe environment for quality early learning. This is at the same an assumption for their accomplishment of further success within the education process with each child separately. Early child development is a wider prism through which the opportunities for success should be perceived in all of the above mentioned priority areas, and this has been proved in many research studies. With regards to the Roma children, whose rate of inclusion in the early child development programs is the lowest, both in the Republic Macedonia and in other member states of the Decade, we think this topic deserves to be treated as a priority area, and should also be covered by a regional workshop. Drawing on the early child development, during the Presidency of the Decade we shall also want to focus our attention on education. We are aware that the progress made in this area is most visible, but this does not mean that the challenges have been surpassed and that the progress has become sustainable. Through the prism of institutionalization we want to open a discussion about the quantity of projects that have managed to evolve into public programs funded by national budgets. We shall also want to encourage a discussion about the opportunities and practices relating to increasing the number of Roma teachers in public schools where the Roma population is dominant, but also in schools where the Roma population is not in majority. This will project a different image of the Roma and will contribute to destroying the stereotypes. A topic of no less importance is the inclusion program for the children of dysfunctional families and exchange of good practices for the support of this target group. When mentioning children from dysfunctional families, it is meant mainly children in the street who beg and/or offer various services, very often supported by their parents or close relatives and who are very often exposed to physical or psychological violence if do not respond to the requirements of the older family members. Most of these children are not included in the regular education system and as such, they are a target group which is a challenge to work with.

## VI. Efforts to Expand the Decade Membership

The Republic Macedonia will make efforts and strive to expand the membership in the Decade with countries that have not been involved so far. These efforts will target all the countries that may show such interest to become members.

## VII. Timeline of Events

27-28 June 2011	Participation in the 20 <sup>th</sup> International Steering Committee meeting , Prague. Besides the regular activities, at this meeting the Republic Macedonia will take over the Presidency.
September 2011	Organization of the 21 <sup>st</sup> International Steering Committee meeting Presentation of the program of the Presidency.
October 2011	Strategic meeting of the National Coordinators and the Ministers of Finance of all member states of the Decade in Brussels to discuss the issue of funding the Decade in 2012 from the national budgets, instruments to access the EU funds, and the strategic partnership necessary for it.
November 2011	International Conference on Employment entitled "Employment Policies and their Contribution for the Improved Employability of the Roma Population".
December 2011	Regional Workshop entitled "Roma Health Mediators as a Way of Support for an Improved Access to Healthcare Institutions and an Increased Use of the Quality Health Services".
March 2012	Regional Conference on Persons without Documents entitled "What Are the Challenges in Resolving the Problems relating to Persons without Document and is there Progress in this Area?"
April 2012	Regional workshop on early child development and education.
May 2012	International Conference on Housing entitled "Legalization and Improvement of the Sub-Standard Living Conditions in the Roma Settlements".
June 2012	22 <sup>nd</sup> meeting of the International Steering Committee, handing the Presidency over to the Republic of Croatia.

This is how the timeline and dynamics of the events can be represented graphically:

EVENT		MACEDONIAN PRESIDENCY WITH THE DECADE													
		Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
1.	20 International Steering Committee	X													
2.	21 International Steering Committee				X										
3.	Strategic meeting of the National Coordinators and Ministers of Finance in all member states of the Decade														
4.		International Conference on Employment					X								
5.	Regional Workshop on Health						X								
6.	Regional Conference for People without Documents										X				
7.	Regional Workshops in the area of Early Child Development and Education											X			
8.	International Conference on Housing												X		
9.	22 International Steering Committee													X	

## VIII. Necessary Funds

The successful implementation of the set activities shall require budget funds in the amount of 160,000 Euros. These funds shall be sourced as follows: 140,000 Euros from the National Budget, and 20,000 Euros from the Decade Fund.

The funds shall be allocated as follows:

Event	Explanation	Necessary Funds	Responsible Ministry for budget administration
20 <sup>th</sup> meeting of the International Steering Committee	Travel expenses and per diems for the representatives who will participate in the meeting	From the already allocated travel funds within the regular budgets	/
21 <sup>st</sup> meeting of the International Steering Committee	Participants cover the expenses on their own. The funds are necessary for the meeting itself, promotion activities, field visits and dinner	10,000 Euros	MLSP
Strategic Meeting of the National Coordinators and Ministers of Finance	The funds are required for travel expenses and per diems for two representatives	From the already allocated funds within the regular budgets	/
International Conference on Employment	Travel expenses, accommodation and food, work materials, speakers, translators, promotion materials, for 150 representatives	30,000 Euros	MLSP
Regional Workshop entitled "Roma Health Mediators"	Travel expenses, accommodation, work materials, speakers, translators, for, 150 representatives from the country and the region of Western Balkans	10,000 Euros	Ministry of Health
Regional Conference on Persons without Documents	Travel expenses, accommodation and food, local transport, materials, speakers, for 100 participants in 1.5-day event	20,000 Euros	Ministry of Justice – Agency for keeping registers
Regional workshop in the area of early child development and education	Travel expenses, accommodation and food, local transport, materials, speakers, for 100 participants in 1.5-day event	20,000 Euros	MLSP
Training of the civil servants and	Awarding small grants to the Roma NGOs to organize	30,000 Euros	MLSP

the public administration about the Decade's objectives	trainings with civil servants and public administration, one-day training courses across the entire country		
International Conference on Housing	Travel expenses, accommodation and food, work materials, speakers, translators, promotion materials, for 150 representatives	30,000 Euros	Ministry of Transport and Communications
21 <sup>st</sup> meeting of the International Steering Committee	Participants cover the expenses on their own. The funds are necessary for the meeting itself, promotion activities, field visits and dinner.	10,000 Euros	MLSP

Total 160,000 Euros

Planned Allocation of the funds per line ministry

MLSP	100,000 Euros
Ministry of Health	10,000 Euros
Ministry of Justice – Agency for keeping records	20,000 Euros
Ministry of Transport and Communications	30,000 Euros